

# UC BERKELEY, DEPARTMENT OF MOLECULAR & CELL BIOLOGY

## Code of Conduct – Fall 2019



MCB is committed to creating a supportive, respectful and inclusive environment that allows all members of our community to thrive. With this goal in mind, our community expects each individual to follow a set of principles for interactions with other members of the Department and the University. All members of our community are expected to uphold these principles when interacting with each other, particularly mentors when interacting with their mentees.

- **Support.** Our collective goals require an environment that is safe and nurturing for all community members. Each of us has a responsibility to support the safety and professional development of other members of the department.
- **Respect.** All students, staff, postdocs and faculty should treat one another with respect and civility, at all times.
- **Inclusion.** All students, staff, postdocs and faculty should recognize each other's contributions, particularly those of our diverse community members and should treat one another fairly and without bias. Together we strive to establish and maintain a supportive and inclusive culture that embraces differences.

Specific prohibited actions include:

1. Discrimination in violation of University of California policy based on race, color, religion, sex, national origin, citizenship status, sexual orientation, gender identity or expression, age, disability, marital status, veteran status, genetic information, or any other criteria prohibited under applicable federal, state or local law.
2. Sexual harassment or harassment based on the characteristics listed in (1).
3. Unwanted physical contact with others, or threats of such contact.
4. Behavior that is disrespectful or uncivil towards others (for example: bullying, belittling, offensive jokes or stereotypes, shouting, personal attacks or insults, throwing objects, or other displays of temper).

The principles of UC Berkeley are rooted in a mission of teaching, research and public service. They reflect our passion for critical inquiry, discovery and innovation, and our deep commitment to contributing to a better world. Every member of the Cal community has a role in fostering a safe, caring and humane environment in which these values can flourish.